

SERENA WEE

School of Psychological Science
The University of Western Australia
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Last updated: October 18th, 2024

EDUCATION

- 2010 **PhD in Psychology**
University of Illinois at Urbana-Champaign, USA
Committee: Charles L. Hulin (Chair), James Rounds, Brent W. Roberts,
Linda S. Gottfredson, and Gail Rooney
- 2009 **MS in Applied Statistics**
University of Illinois at Urbana-Champaign, USA
- 2007 **MA in Psychology**
University of Illinois at Urbana-Champaign, USA
Committee: Charles L. Hulin (Chair), and Fritz Drasgow
- 2001 **BSocSci in Psychology (Honours)**
National University of Singapore, Singapore
Supervisor: Fook Kee Chua

ACADEMIC POSITIONS

- 2023 – present **Associate Professor**, School of Psychological Science
University of Western Australia, Australia
- 2018 – present **Senior Lecturer**, School of Psychological Science
University of Western Australia, Australia
- 2010 – 2018 **Assistant Professor of Psychology**, School of Social Sciences
Singapore Management University, Singapore

AWARDS AND HONOURS

- Schmitt and Hunter Meta-Analysis Award, *Society of Industrial and Organisational Psychology* (2024)
- UWA Citation for Outstanding Contributions to Student Learning Nominee, *University of Western Australia* (2024)
- Best Unit Award for PSYC5513 Research Methods in Applied Settings, *School of Psychological Science* (2023)
- Midcareer Research Award Commendation, *School of Psychological Science* (2023, 2024)
- Editor Commendation, *Journal of Business Psychology* (2022)
- Editor's Choice Article, *American Psychological Association* (2022)
- Honourable Mention for Best Paper Award, *Small Group Research* (2022)
- Best Paper Award, *Journal of Personnel Psychology* (2021)
- Rising Star Nominee, *University of Western Australia* (2018)
- Sing Lun Fellow, *Singapore Management University* (2015)
- Charles Hulin Fellow, *University of Illinois at Urbana-Champaign* (2008)
- Excellent/Outstanding Instructor, *University of Illinois at Urbana-Champaign* (2006, 2007)
- Department Summer Fellow, *University of Illinois at Urbana-Champaign* (2006)
- Best Student in Psychology, *National University of Singapore* (2000)
- Dean's List, *National University of Singapore* (1997, 1998, 1999, 2000)

RESEARCH INTERESTS

- Employee recruitment and selection focused on *differences at the individual-level* (e.g., cognitive abilities, personality, vocational interests) and *diversity at the team- and organization-levels* (e.g., gender gaps in selection/performance)
- Research and statistical methods (e.g., multi-level modelling, measure development, survey design, experimental methods)
- Career choice, transition, and development

RESEARCH PUBLICATIONS

- Names of student coauthors underlined

Peer-Reviewed Journal Articles

1. Du, Y., Y. L. Wee, S., & Rounds, J. (2024). Gender differences in vocational interests across 57 countries: A test of the interest-gender-equality paradox. *Social Psychological and Personality Science*, 19485506241280321. <https://doi.org/10.1177/1948550624128032>
2. Chong, J., Gagne, M., Dunlop, P. D., & Wee, S. (2024). [Facilitating newcomer motivation through internalization: A self-determination theory perspective on newcomer socialization](#). *Human Resource Management Review*, 34, 101041. <https://doi.org/10.1016/j.hrmr.2024.101041> [Open Access]
3. Wojtczuk-Turek et al. (2024). [Sustainable human resource management and job satisfaction—unlocking the power of organizational identification: A cross-cultural perspective from 54 countries](#). *Corporate Social Responsibility and Environmental Management*. <https://doi.org/10.1002/csr.2815> [Open Access]
4. Griffiths, N., Bowden, V., Wee, S., Strickland, L. & Loft, S. (2024). [Operator selection for human-automation teaming: The role of manual task skill in predicting automation failure intervention](#). *Applied Ergonomics*, 18, 104288. <https://doi.org/10.1016/j.apergo.2024.104288> [Open Access]
5. Griffiths, N., Bowden, V., Wee, S., & Loft, S. (2024). [Return-to-manual Performance can be predicted before automation fails](#). *Human Factors*, 66, 1333-1349.
6. Kanse, L., Stephenson, E., Klonek, F. R., & Wee, S. (2023). [Interdependence in virtual teams – A double-edged sword?](#) *Small Group Research*, 10464964231206129. <https://doi.org/10.1177/10464964231206129> [Open Access]
7. Wee, S., Newman, D. A., & Su, R. (2023). [Hiring on vocational interests to simultaneously improve validity and organizational diversity](#). *International Journal of Selection and Assessment*, 31, 504-508. <https://doi.org/10.1111/ijsa.12443> [Open Access]
8. Song, Q. C., Tang, C., & Newman, D. A., & Wee, S., (2023). [Adverse impact reduction via Pareto-Optimal weighting: A shrinkage formula and regularization technique using machine learning](#). *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001085> [Open Access]
9. Kirk, J., Wee, S., & Dunlop, P. (2023). [Personnel selection in Australia: Identifying research-practice gaps and understanding the importance of culture fit](#). *Personnel Assessment and Decisions*, 9. <https://doi.org/10.25035/pad.2023.01.002> [Open Access]
10. Thomas, C., Fruhen, L., & Wee, S. (2023). [Recruiting for high reliability: Attracting safety-minded applicants through language on company webpages](#). *Australian Journal of Psychology*, 75, 1, 2195007. <https://doi.org/10.1080/00049530.2023.2195007> [Open Access]
11. Anglim, J., Dunlop, P. D., & Wee, S., Wood, J. K., Horwood, S., & Marty, A. (2022). [Personality and intelligence: A meta-analysis](#). *Psychological Bulletin*, 148, 301-336. [OSF]

Schmidt and Hunter Meta-Analysis Award

Awarded by Society of Industrial and Organisational Psychology

APA Journals Editor's Choice Article,

Awarded by American Psychological Association

12. Nye, C. D., Ma, J. J., & Wee, S. (2022). [Cognitive ability and job performance: Meta-analytic evidence for the validity of narrow cognitive abilities](#). *Journal of Business Psychology*

Editor Commendation for 2022 Papers (13 of >1000),

Awarded by Journal of Business Psychology

13. Dunlop, P.D., Holtrop, D. & Wee, S. (2022). [How asynchronous video interviews are used in practice: a study of an Australia-based AVI vendor](#). *International Journal of Selection and Assessment*, 30, 448-455. [Open Access]
14. Newman, D. A., Tang, C., Song, Q. C., & Wee, S. (2022). [Dropping the GRE, keeping the GRE, or using GRE-optional admissions? Considering test fairness and Pareto-optimal selection](#). *International Journal of Testing (Special Issue on Equity and Fairness in Testing and Assessment in School Admissions)*, 22, 43-71.

15. Klonek, F., Kanse, L., **Wee, S.**, Runneboom, C., & Parker, S. (2022). [Did the COVID-19 lockdown make us better at working in virtual teams?](#) *Small Group Research*, 53, 185-206. [Open Access]

Honourable Mention for 2022 Best Paper Award,

Awarded by Small Group Research

16. Song, Q. C., Tang, C., & **Wee, S.** (2021). [Making sense of model generalizability: A tutorial on cross-validation in R and Shiny.](#) *Advances in Methods and Practices in Psychological Science*, 4, 1 - 17. [Open Access]
17. **Wee, S.**, Newman, D. A., Song, Q. C., & Schinka, J. A. (2021). [Vocational interests, gender, and job performance: Two person-occupation cross-level interactions.](#) *Personnel Psychology*, 74, 323-368.
18. Curtis, G. & **Wee, S.** (2021). [Are individual differences in information-processing styles related to transformational leadership? A test of the Cognitive Experiential Leadership Model.](#) *Frontiers in Psychology*, 12, 599008.
19. Hughes, A., Dunlop, P. D., Holtrop, D., & **Wee, S.** (2021). [Spotting the 'ideal' personality response: Effects of item matching in forced choice measures for personnel selection.](#) *Journal of Personnel Psychology*, 20, 17–26.

Winner of 2021 Best Paper Award,

Awarded by Journal of Personnel Psychology

20. Petery, G., **Wee, S.**, Dunlop P. D., & Parker, S. (2020). [Older workers and poor performance: Examining the association of age stereotypes with expected work performance quality.](#) *International Journal of Selection and Assessment*, 28, 510–521.
21. Tsai, M. H., **Wee, S.** & Koh, B. (2019). [Restructured frame-of-reference training improves rating accuracy.](#) *Journal of Organizational Behavior*, 40, 6, 740—757.
22. **Wee, S.** (2018). [Aligning predictor-criterion bandwidths: Specific abilities as predictors of specific performance.](#) *Journal of Intelligence*. [Open Access]
23. Song, Q. C., **Wee, S.**, & Newman, D. A. (2017). [Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity in hiring practices.](#) *Journal of Applied Psychology*, 102, 1636–1657.

Winner of 2017 James C. Johnson Best Student Paper,

Awarded by International Personnel Assessment Council, USA

Winner of 2017 Meredith P. Crawford Dissertation Fellowship,

Awarded by Human Resources Research Organization, USA

24. **Wee, S.**, Newman, D. A., & Song, Q. C. (2015). [More than g-factors: Second-stratum factors should not be ignored.](#) *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 482–488.
25. Jonason, P. K., **Wee, S.**, & Li, N. P. (2015). [Competition, autonomy, and prestige: Mechanisms through which the Dark Triad predict job satisfaction.](#) *Personality and Individual Differences*, 72, 112–116.
26. **Wee, S.**, Newman, D. A., & Joseph, D. (2014). [More than g: Selection quality and adverse impact implications of considering second stratum cognitive abilities.](#) *Journal of Applied Psychology*, 99, 547–563.
27. **Wee, S.**, Jonason, P. K., & Li, N. P. (2014). [Cultural differences in prioritizing applicant attributes when assessing employment suitability.](#) *European Journal of Work and Organizational Psychology*, 23, 946–956.
28. **Wee, S.** (2014). [Compromises in career-related decisions: Examining the role of compromise severity.](#) *Journal of Counseling Psychology*, 61, 593–604.
29. Jonason, P. K., **Wee, S.**, Li, N. P., & Jackson, C. (2014). [Occupational niches and the Dark Triad traits.](#) *Personality and Individual Differences*, 69, 119–123.
30. Jonason, P. K., **Wee, S.**, & Li, N. P. (2014). [Thinking bigger and better about “bad apples”: Evolutionary industrial/Organizational psychology and the Dark Triad.](#) *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 117–121.
31. **Wee, S.** (2013). [Development and initial validation of the willingness to compromise scale.](#) *Journal of Career Assessment*, 21, 487–501.

32. Seiler, S. N., Brummel, B. J., Anderson, K. L., Kim, K. J., **Wee, S.**, Gunsalus, C. K., & Loui, M. C. (2011). [Outcomes assessment of role-play scenarios for teaching responsible conduct of research](#). *Accountability in Research*, 18, 217–246.
33. Kuncel, N. R., **Wee, S.**, Serafin, L., & Hezlett, S. A. (2010). [The predictive validity of the GRE for Masters and Doctoral programs](#). *Educational and Psychological Measurement*, 70, 340–352.
34. Benjamin, A. S., Diaz, M., & **Wee, S.** (2009). [Signal detection with criterion noise: Applications to recognition memory](#). *Psychological Review*, 116, 84–115.
<https://doi.org/10.1037/a0014351>
35. Dalal, R. S., Brummel, B. J., **Wee, S.**, & Thomas, L. L. (2008). [Defining employee engagement for productive research and practice](#). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 53–56.<https://doi.org/10.1111/j.1754-9434.2007.00008.x>
36. **Wee, S.**, & Chua, F. K. (2004). [Capturing attention when attention “blinks”](#). *Journal of Experimental Psychology: Human Perception and Performance*, 30, 598–612.
<https://doi.org/10.1037/0096-1523.30.3.598>

Invited Book Chapters

37. Nye, C. & **Wee, S.** (accepted). Do general mental ability and specific abilities predict counterproductive work behavior? In R. S. Dalal, S. Lim, & J. Jensen (Eds), *Handbook of counterproductive work behavior*. Edgar Elgar Publishing
38. Kirk, J., **Wee, S.**, & Dunlop. (accepted). Twenty questions about employment testing fairness and bias in Australia. In W. Arthur, Jr., D. Doverspike, & B. D. Shulte (Eds), *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*. Cambridge University Press.
39. **Wee, S.** & Lang, J. (with the editors). Traditional factor analytic models of intelligence. In C. Scherbaum, H. Kell, and H., Goldstein (Eds), *Cognitive abilities and the modern world of work*. Cambridge University Press.
40. Bipp, T., & **Wee, S.** (with the editors). Technology and the measurement of cognitive ability. In C. Scherbaum, H. Kell, and H., Goldstein (Eds), *Cognitive abilities and the modern world of work*. Cambridge University Press.

Manuscripts Under Review and Revision

1. **Wee, S.**, Newman, D. A., Tang, C., Song, Q. C. (under 2nd revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.
2. Song, Q. C., Tang, C., & **Wee, S.** (under 2nd revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.
3. Tang, C., Newman, D. A. Song, Q. C., & **Wee, S.** (under 1st revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.
Winner of 2022 James C. Johnson Best Student Paper,
Awarded by International Personnel Assessment Council, USA
Winner of 2022 Meredith P. Crawford Dissertation Fellowship,
Awarded by Human Resources Research Organization, USA
4. Griffiths, N., Bowden, V., **Wee, S.**, & Loft, S. (under 3rd review). TITLE REMOVED TO PROTECT BLIND REVIEW. *Human Factors*.
5. Howard, J., Bowden, V., **Wee, S.**, & Visser, T. (under 1st revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Scientific Reports*.
6. Wojtczuk-Turek et al. (under 2nd review). TITLE REMOVED TO PROTECT BLIND REVIEW. *Human Management Resource Journal*.
7. Turek et al. (under revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Central European Management Journal*.
8. Kirk, J., **Wee, S.**, Dunlop, P., & Holtrop, D. (under review). TITLE REMOVED TO PROTECT BLIND REVIEW. *International Journal of Selection and Assessment*

9. Kirk, J., Wee, S., Dunlop, P., & Holtrop, D. (under review). TITLE REMOVED TO PROTECT BLIND REVIEW. *Personnel Review*
10. Bipp, T., Wee, S., Walczok, M., & Hansal, L. (under revision). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Intelligence*

Technical Reports and Other Publications

11. Kirk, J., Dunlop, P. D., & Wee, S. (2021). Current talent acquisition (TA) practices in Australia: Results from interviews and a quantitative survey of TA practitioners. Perth, Western Australia: Future Institute of Work, Curtin University
12. Dunlop, P. D., Holtrop, D., Gagne, M., McGill, C., Farid, H. W., Wee, S., Kargt, D., and Shankaralingam, M. (2019). Recruiting volunteers for the emergency services: A recruitment resource for brigades, groups, and units. Perth, Western Australia: Department of Fire and Emergency Services.
13. Wee, S., Falcao, H., Grover, H., Tsai, M. H., & Cheng, C. Y. (2016). Double career negotiation. INSEAD Case Publishing.
14. Wee, S. Cordova-Wentling, R. M., Korte, R. F., Larson, S. M., & Loui, M. C. (2010). Work-in-progress: Why many smart women leave engineering: A preliminary study of how engineering students form career goals, *Proceedings of the Fortieth ASEE/IEEE Frontiers in Education Conference*. Washington, DC.
15. Wee, S., Paul, D., & Thomas, L. L. (2008). Employee engagement. Strategic Resources Research Report. Bloomington, IL: State Farm Mutual Insurance Company.
16. Kuncel, N. R., Wee, S., Serafin, L., & Hezlett, S. A. (2007). The validity of the Graduate Record Examination for master's and doctoral programs: A meta-analytic investigation. GRE Research Report. Princeton, NJ: Educational Testing Service.

RESEARCH FUNDING AWARDED

1. **Chief Investigator**, Can sharing the mental load close the leadership gender gap? (pending). AUD\$591,716. *Australian Research Council Discovery Project*
2. **Chief Investigator**, Evaluation of the high potential senior leader initiative (2022). AUD\$29,225. Sponsored Research Contract. *Western Australia Public Service Commission*.
3. **Chief Investigator**, Examining how organizational branding impacts mature workers: A proposal to reduce mature workers' self-selection out of the job application process (2022). AUD\$9,904. *Centre of Excellence in Population Ageing Research Mature Workers in Organizations Small Grant Award*.
4. **Supervisor**, When like seeks like, do teams suffer or succeed: The effect of team composition on team functioning and performance (2020). AUD\$7,5000. *Research Network for Undersea Decision Superiority (RN-UDS) 2020 Honours Scholarship* (Honours student: Bridget Hanavan; Co-supervisor: Lisette Kanse).
5. **Supervisor**, The relationship between voice behavior and team performance (2020). AUD\$7,5000. *Research Network for Undersea Decision Superiority (RN-UDS) 2020 Honours Scholarship* (Honours student: Emma Stephenson; Co-supervisor: Lisette Kanse).
6. **Supervisor**, Investigating team error orientation and the links between team member characteristics and performance outcomes (2020). AUD\$7,5000. *Research Network for Undersea Decision Superiority (RN-UDS) 2020 Honours Scholarship* (Honours student: Saul Taylor; Co-supervisor: Lisette Kanse).
7. **Recipient**, Small Grants Scheme (2018). AUD\$2,500. *School of Psychological Science. University of Western Australia*.
8. **Principal Investigator**, Examining the role of multiple reference points in multiple goal pursuit (2015–2017). SGD\$16,800. *Ministry of Education Academic Research Fund (Tier 1)*, Singapore.
9. **Principal Investigator**, The dark triad traits (2014–2016). SGD\$28,475. *Ministry of Education Academic Research Fund (Tier 1)*, Singapore.
10. **Fellow**, Sing Lun Fellowship (2015). SGD\$15,000. *Singapore Management University*, Singapore
11. **Consultant**, An investigation of the use and predictive validity of GRE scores in Singaporean universities (2013–2015). USD\$6,000. *Educational Testing Services, USA*.
12. **Principal Investigator**, The influence of attachment styles on career decision-making (2012–2014). SGD\$28,278. *Ministry of Education Academic Research Fund (Tier 1)*, Singapore.
13. **Principal Investigator**, Commonalities across career compromises: Taxonomy development and initial validation of a willingness to compromise scale (2010–2011). SGD\$21,384. *Ministry of Education Academic Research Fund (Tier 1)*, Singapore.

14. **Principal Investigator**, Compromises in career-related decisions: Hypothetical choices, individual differences, and actual outcomes (2009–2010). USD\$1,000. *Robert P. Larsen Grant for Career Development from The Career Centre, University of Illinois at Urbana Champaign, USA.*
15. **Fellow**, Charles L. Hulin Fellowship. (2008–2009). USD\$17,000. Department of Psychology, *University of Illinois at Urbana Champaign, USA.*
16. **Fellow**, Summer Fellowship. (2006). USD\$4,500. Department of Psychology, *University of Illinois at Urbana Champaign, USA.*

RESEARCH PRESENTATIONS

Invited Talks & Panel Discussions

1. Wee, S. (Oct, 2024). Using vocational interests to enhance performance and diversity. [Invited Keynote Presentation]. 18th Annual Meeting of the Dutch-Flemish Network for Selection Research.
2. Wee, S. (Sep, 2024). Leveraging vocational interests for recruitment, performance, and development. Department Colloquium. Heidelberg University, Germany.
3. Wee, S. (Sep, 2024). Using vocational interests to enhance performance, satisfaction and diversity in HR and beyond. NSHD Human Resource Management Brown Bag Seminar Series. Singapore University of Social Science, Singapore
4. Wee, S. (Feb, 2024). Assessing for success - psychometrics and beyond! Perth Metro AHRI Learning and Organisational Development Event. Australian Human Resources Institute.
5. Wee, S. (Feb, 2023). Selecting for job performance and burnout reduction: A Pareto-optimisation approach. Society of Organizational Behavior in Australia
6. Wee, S. (Dec, 2022). Enhancing diversity by hiring on vocational interests: A Pareto-optimal diversity tradeoff curve approach. In Dunlop, P. D. (Chair). Individual differences at the workplace: Insights into personnel selection and working styles. [Invited Keynote Symposium]. Australian Congress on Personality and Individual Differences, Victoria, Australia
7. Wee, S. (Oct, 2022). Recruiting and selecting for diversity: Can technology help? Society of Industrial and Organizational Psychology Australia.
8. Wee, S. & Dunlop, P. D. (Sep, 2022). Inclusion and Diversity: A research agenda. Society of Organizational Behavior in Australia.
9. Wee, S. (August, 2021). Recruitment practices in Australia. COVID, impact on demand cohorts to supply and practices [webinar panelist]. International Network of Employers and University Careers Services
10. Wee, S., & Dunlop, P. (July, 2021). Talent Acquisition in Australia: Trends and Challenges. Perth Metro AHRI Networking Event. Australian Human Resources Institute.
11. Wee, S. (October, 2020). Vocational interests, gender, and job performance: Two person-occupation cross-level interactions and why they matter. Future of Work Institute Thursday Seminar Series. Curtin University.
12. Wee, S. (October, 2020). Vocational interests, gender, and job performance: Two person-occupation cross-level interactions and why they matter. Business School Management & Organization Group Seminar. University of Western Australia.
13. Wee, S. (January, 2020). A small step toward reproducible science: A tutorial on cross-validation. Future of Work Institute Thursday Seminar Series. Curtin University.
14. Wee, S. (September, 2019). Vocational interests, gender, and job performance: Disambiguating two multilevel interaction effects. Psychology Colloquium. University of Western Australia.
15. Wee, S. & Petery, G. (December, 2018). Older worker age stereotype threat. Future of Work Institute Tuesday Seminar Series. Curtin University.
16. Wee, S. (October, 2017). Vocational interest congruence and job performance: Person by occupation cross-level interactions. Behavioral Science Institute Seminar Series. Singapore Management University.
17. Wee, S. (August, 2017). Enhancing diversity via hiring practices: Revisiting the use of second-stratum cognitive abilities. University of Western Australia
18. Wee, S. (March 2014). The influence of attachment styles on romantic couple's negotiation process and negotiation outcomes. Capstone Seminar Series. Singapore Management University.
19. Wee, S. (March, 2013). Fixed or malleable? How beliefs about your intelligence can influence your success. SMU Social Sciences Conference. Singapore Management University.

20. Wee, S. (Feb, 2012). What we choose to compromise when choosing among jobs. Behavioral Science Institute. Singapore Management University.
21. Wee, S. (March, 2011). Compromises in career-related decisions. Capstone Seminar Series. Singapore Management University
22. Wee, S. (April, 2010). Compromises in career-related decisions: Hypothetical choices, individual differences, and outcomes. Larsen Grant Symposium, University of Illinois at Urbana-Champaign.
23. Wee, S. (February, 2010). Differentiating cognitive subtests to minimize adverse impact: How much improvement can we expect? Social, Personality, and Organizational Psychology Brownbag Colloquium, University of Illinois at Urbana-Champaign.

Chaired Symposia

1. Tang, C. (Co-Chair), Wee, S. (Co-Chair), Drake, M., Dunleavy, E., Gardner, C., Morris, S. B., Rottman, C., & Song, Q. C. (submitted). Multi-objective optimization 6.0: Challenges and opportunities for HR analytics [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States
2. Tang, C., (Co-Chair), Song, Q. C. (Co-Chair) & Wee, S. (Co-Chair). (2024). Multi-objective optimization 5.0: Applications in the workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
3. Wee, S. (Co-Chair), Song, Q. C. (Co-Chair), Chandler, M. M. (Panelist), Dunleavy, E. M. (Panelist), Morris, S. B. (Panelist), Neale, M. (Panelist), Oswald, F. (Panelist), Tippins, N. (Panelist). (2022). Implementing Pareto-Optimal Selection in Practice: Challenges and Opportunities [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
4. Song, Q. C. (Co-Chair) & Wee, S. (Co-Chair). (2022). Multi-objective optimization 3.0: Addressing adverse impact in personnel selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
5. Kell, H. & Wee, S. (2021). Non-g-centric models of cognitive abilities and their relevance to IO psychology. Symposium to be presented at the Annual Convention of the Society for Industrial and Organizational Psychology. Virtual Conference.
6. Kato, A. & Wee, S. (accepted, postponed due to COVID). Translating research on specific cognitive abilities into opportunities for practice. Symposium submitted to the Annual Convention of the Society for Industrial and Organizational Psychology. Austin, Texas.
7. Kell, H. & Wee, S. (accepted, postponed due to COVID). Non-g-centric models of cognitive abilities and their relevance to IO psychology. Symposium submitted to the Annual Convention of the Society for Industrial and Organizational Psychology. Austin, Texas.
8. Song, Q. C. & Wee, S. (June, 2020). Multi-objective optimization in the workplace: Addressing adverse impact in selection. Symposium presented at the 1st Virtual Convention of the Society for Industrial and Organizational Psychology.
9. Nye, C. D., & Wee, S. (May, 2019). The effects of fit and fitting in: Feeling good, doing good, and doing well? Symposium presented at the Annual Convention of the European Association for Work and Organizational Psychology. Turin, Italy.
10. Kell, H. & Wee, S. (April, 2019). Very much more than g: Further evidence for the importance of specific abilities. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology. National Harbour, Virginia.
11. Wee, S. & Cheng, C-y. (August, 2011). New perspectives of gender diversity (and its impact) at work. Symposium presented at the 119th Annual Convention of the American Psychological Association. Washington, DC.
12. Rounds, J., & Wee, S. (April, 2010). Gender-related individual differences in career choices. Symposium presented at the 25th Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Peer-Reviewed Presentations

1. Wee, S., Robins, J., & Dunlop, P. D. (submitted). Gender and racial biases in selection using asynchronous video interviews. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States
2. Dunlop, P. D., Wee, S., Anglim, J., & Bourdage, J. S., (2024). Rethinking assessment validity in the advent of human-copilot partnerships [Presentation]. Australian Psychological Society Organizational Psychology Conference, Perth, Australia.

3. Kanse, L. , Wee, S., Gaman, A., Humphry, G., Ngamwisetkun, S., & Rojano, J. (2024). Benefits of signalling work location autonomy in job advertisements. [Presentation]. Australian Psychological Society Organizational Psychology Conference, Perth, Australia.
4. Xia, M. T., Dunlop, P. D., Tian, A., & Wee, S. (2024). The interplay of candidate social class and competence in personnel selection decisions. [Presentation]. Australian Psychological Society Organizational Psychology Conference, Perth, Australia.
5. Stephenson, E., Yeo, G., Fruhen, L., & Wee, S. (2024). Mental labour in the workplace: A double-edged sword? [Presentation]. Australian Psychological Society Organizational Psychology Conference, Perth, Australia.
6. Wee, S., Dunlop, P. D., Stephenson, E., Chong, J., and Parker, S. (2024). Exploring the impact of age-diverse branding on job application intentions: An exploratory study and its preregistered replication [Poster]. European Network of Selection Researchers Annual Conference, Brussels, Belgium.
7. Bipp, T., Wee, S., & Hansel, L. (2024). Gaming = cognitive ability? A meta-analytic investigation on the relationship of individual gaming performance and traditional cognitive ability tests [presentation]. German Congress of Psychology, Vienna, Austria.
8. Wee, S., Hanavan, B., & Dunlop, P. D. (2024). Unravelling the impact of personality traits on gender stereotypes in asynchronous video job applicant evaluations [presentation]. Biannual European Conference of Personality, Berlin, Germany.
9. Tang, C., Newman, D. A., Song, Q. C., & Wee, S. (2024). Diversity hiring with local accuracy: Local, meta-analytic, and Bayesian approaches [Poster]. Academy of Management Annual Conference, Chicago, IL, United States.
10. Bipp, T., Wee, S., & Hansel, L. (2024). How well can we measure cognitive ability using game-related assessment? A (preliminary) meta-analysis. In Kato, A., and Kell, h. (Co-Chairs). (Re)modeling intelligence and its assessment for the modern workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
11. Stephenson, E., Yeo, G., Fruhen, L., & Wee, S. (2024). Work mental labor: Investigating mental labor and its outcomes beyond the home [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
12. Wee, S., Dunlop, P. D., & Chong, J. (July, 2023). Does organizational branding impact whether mature workers self-select out of the job application process?. In Khalatbari-Soltani (Chair). Attitudes to older workers [Symposium]. CEPAR International Conference, Sydney, NSW.
13. Wee, S., Newman, D. A., Song, Q. C. S., & Tang, C. (April, 2023). Reducing adverse impact by hiring on vocational interests: A Pareto-optimal approach. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
14. Adjei, K., Newman, D. A., Su, R., & Wee, S. (April, 2023). Person-occupation vocational interest congruence and job satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
15. Song, Q. C. S., Tracy, M., Wee, S., & Calderwood, C. (April, 2023). Burnout reduction and job performance enhancement via personnel selection: A Pareto-optimization approach. In Sutphin, J. and Fleyshmakh, D. (Co-Chairs). Bridging I & O [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
16. Kirk, J.D., Wee, S., Dunlop, P.D., & Holtrop, D. (April, 2023). Practitioner ratings of the psychological distance of assessments in personnel selection. In Neumann, M. (Chair). Improved decision making in personnel selection: Understanding and reducing noise [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
17. Wee, S., Newman, D. A., Song, Q. C. S., & Tang, C. (2022). Enhancing diversity by hiring on vocational interests: A Pareto-optimal diversity tradeoff curve approach [Invited Symposium]. In Dunlop, P. D. (Chair). Individual difference at the workplace: Insights into personnel selection and working styles. Australian Congress on Personality and Individual Differences. Churchill, Victoria, Australia.
18. Tang, C., Newman, D. A., Song, Q. C. & Wee, S. (July 2022). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, Bayes-analysis, and ensemble machine learning [Invited presentation; Winner of the James C. Johnson Student Paper Award]. The 2022 Annual Conference of the International Personnel Assessment Council, San Diego, CA.

19. Hanavan, B., Wee, S., Kanse, L., & Klonek, F. (2022). A study investigating the effect of HEXACO personality traits on virtual team performance. In Handke, L. (Chair). Understanding compositional factors, processes, and emergent states affecting virtual team effectiveness. Symposium submitted to the Annual INGRoup Conference. Hamberg, Germany.
20. Fitzgerald, M., & Wee, S. (2022). Examining how organizational attributes impact the perceived attractiveness of mining organizations. Oral research paper submitted to the Australian Psychological Society's Biennial Industrial and Organizational Psychology Conference. Gold Coast, Australia. [Conference postponed to 2022 due to COVID]
21. Adjei, K., Newman, D. A., Su, R. & Wee, S. (2022). Person-Occupation Interest Congruence Predicts Job Satisfaction: A Novel Cross-Level Examination. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
22. Tang, C., Newman, D. A., Song, Q.C., & Wee, S. (2022). Shrinkage of Diversity Tradeoff Curves in Personnel Selection: A Comparison of Local Validity Studies, Meta-analysis, and Empirical Bayes-analysis. In Q. C. Song and S. Wee (Co-Chairs). Multi-objective optimization 3.0: Addressing adverse impact in personnel selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
23. Kragt, D., Stucke, T., Bedford, K., Wee, S., & Pritchard, L. (2021). Professional identity formation in postgraduate organizational psychology students: Implications for teaching and practices. Presentation submitted to the AusPLAT Conference.
24. Griffiths, N. J., Bowden, V. K., Wee, S., & Loft, S. (2021). Predicting human detection of automation failures: The effects of between-person confidence and within-person trust in automation. Presentation submitted to the Australasian Experimental Psychology Conference
25. Kragt, D., & Wee, S. (2021). Investigating the interplay between implicit and explicit leader identities. In Kragt, D. (Chair). Beyond survey measures: Study leader(ship) differently. Symposium submitted to the Annual Conference of the Academy of Management.
26. Hanavan, B., & Wee, S. (submitted). Effects of the HEXACO personality traits on virtual team performance. Oral research paper submitted to the Australian Psychological Society's Biennial Industrial and Organizational Psychology Conference. Gold Coast, Australia. [Conference postponed to 2022 due to COVID]
27. Klonek, F., Wee, S., & Kanse, L. (submitted). The effect of team design on team processes and performance in virtual teams: An experimental study. In Klonek, F. and Knight, C. (Co-Chairs). Virtual teams: Interdependence and effectiveness. Symposium submitted to the Australian Psychological Society's Biennial Industrial and Organizational Psychology Conference. Gold Coast, Australia. [Conference postponed to 2022 due to COVID]
28. Pritchard, L., Kragt, D., Stucke, T., Bedford, K., & Wee, S. (submitted). The development of professional identities in a professional masters program: A qualitative approach. Oral research paper submitted to the Australian Psychological Society's Biennial Industrial and Organizational Psychology Conference. Gold Coast, Australia. [Conference postponed to 2022 due to COVID]
29. Neale, M., Garica, M., & Wee, S. (April, 2021). Co-worker support and ability emotional intelligence in sales roles. In Neale, M. (Chair). Enhancing wellbeing and performance by building emotional resources in organizations. Symposium presented at the 1st Virtual Convention of the Society for Industrial and Organizational Psychology
30. Tang, C., Newman, D. A., Song, Q. C. & Wee, S. (April, 2021). Pareto-optimal tradeoffs for three notions of test fairness: Equality, test equity, performance equity. In Q. C. Song (Chair), Multi-Objective Optimization in the Workplace 2.0: Applications in Selection. Symposium presentation at the 36th Annual Conference of the Society for Industrial and Organizational Psychology. Virtual Conference.
31. Kragt, D., Wee, S., Hughes, A. & Hamilton, M. (Aug, 2020). Am I a leader, really? Implicit leader identity and leadership behaviors. In Kragt, D. (Chair), Implicit measures in leadership research: What leaders and followers really think and why it matters. Symposium submitted to the Annual Conference of the Academy of Management.
32. Chong, J., Gagne, M., Dunlop, P., Holtrop, D., & Wee, S. (Aug, 2020). Newcomer socialization tactics: Toward a refined framework and scale. In Chong, J. and Batistic, S. (Co-Chairs), New perspectives on the drivers of newcomer socialization. Symposium submitted to the Annual Conference of the Academy of Management.
33. Song, Q. C. & Wee, S. (June, 2020). Multi-objective optimization: R Shiny App for organizational research and practice. In Alexander, L. and Q. C. Song (Co-Chairs), Interactive tools: Web-based applications in organizational research and practice. Symposium presented at the 1st Virtual Convention of the Society for Industrial and Organizational Psychology

34. Neale, M., Garica, M., & Wee, S. (June, 2020). Co-worker support and ability emotional intelligence in sales roles. In Neale, M. (Chair). Enhancing wellbeing and performance by building emotional resources in organizations. Symposium presented at the 1st Virtual Convention of the Society for Industrial and Organizational Psychology
35. Gardner, D., Nye, C. D., & Wee, S. (June, 2020). Are vocational interests susceptible to faking?: An employee sample. Paper presented at the 1st Virtual Convention of the Society for Industrial and Organizational Psychology
36. Bharadwaj, A., Wee, S., Dunlop, P. D., & Parker, S. (May, 2019). Person-job fit in the theory of purposeful work behavior: Testing a moderated mediation model. In C. D. Nye and S. Wee (Co-Chairs), The effects of fit and fitting in: Feeling good, doing good, and doing well? Symposium submitted for the Symposium accepted at the Annual Convention of the European Association for Work and Organizational Psychology. Turin, Italy.
37. Nye, C. D., Wee, S., & Ma, J. (April, 2019). Re-examining the relationship between narrower cognitive abilities and job performance. In H. Kell and S. Wee (Co-chairs), Very much more than g: Further evidence for the importance of specific abilities. Symposium accepted at the Annual Convention of the Society for Industrial and Organizational Psychology. National Harbour, Virginia.
38. Nye, C. D., Marquez, S. & Wee, S. (April, 2019). Are vocational interests susceptible to faking? Paper accepted at the Annual Convention of the Society for Industrial and Organizational Psychology. National Harbor, Virginia.
39. Song, Q. C., Newman, D. A., & Wee, S. (April, 2018). Enhancing diversity: Pareto-optimal weighting algorithms with regularization. In S. Hall (Chair), Machine learning techniques for multiple criteria optimization. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Chicago, IL.
40. Tan, Y.W., Park, G., & Wee, S. (May, 2017). HEXACO personality and leader emergence. In K. Lee & R. E. de Vries (Co-Chairs), The HEXACO personality model at work. Symposium submitted to the European Association for Work and Organizational Psychology. Dublin, Ireland.
41. Wee, S., Newman, D. A., Song, Q. C., & Heffner, T. (April, 2017). Sex and vocational interest congruence predicting job performance. In C. D. Nye & A. Ion (Co-Chairs), New advances in research on the validity of vocational interests. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Orlando, FL.
42. Song, Q. C., Newman, D. A., & Wee, S. (April, 2017). Approximating diversity shrinkage from Pareto weights for diversity-performance tradeoffs. In S. B. Morris (Chair), Optimizing validity/diversity tradeoffs in employee selection. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Orlando, FL.
43. Lee, H. W. & Wee, S. (April, 2017). Abandoning a goal: When meeting the minimum requirement is impossible. Paper submitted to the Society for Industrial and Organizational Psychology Conference. Orlando, FL.
44. Song, Q. C., Wee, S., & Newman, D. A. (April, 2016). Cross-validating Pareto-optimal weights for reducing adverse impact. In J. Park & P. Hanges (Co-Chairs), New insights into adverse impact: Origination, motivation, and scale-weighting. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Anaheim, CA.
45. Wee, S. & Lim, A. (January, 2016). Dark Triad traits may buffer individuals from the effects of failure on work performance. Poster submitted to the Society For Personality And Social Psychology. San Diego, CA.
46. Roy, S., & Wee, S. (May, 2015). Job satisfaction and person-job fit: Cognitive and emotional dimensions. Poster submitted to the Association of Psychological Science Annual Convention. New York, NY.
47. Lim, A. J., & Wee, S. (May, 2015). The Dark Triad and work-related failures on counterproductive behaviors. Poster submitted to the Association of Psychological Science Annual Convention. New York, NY.
48. Lee, H. W., & Wee, S. (May, 2015). Minimum requirements and discrepancies both determine resource allocation in multiple- goal pursuit. Paper submitted to the Association of Psychological Science Annual Convention. New York, NY.
49. Tsai, M.H., & Wee, S. (April, 2015). The effects of inter-rater calibration on rating consistency. Paper submitted to the Society for Industrial and Organizational Psychology Conference. Philadelphia, PA.
50. Wee, S. & Oh, I.-S., (April, 2015). The stability of personality in predicting job performance. In A. Casillas (Chair), Behavioral skills essential to education and work success. Symposium

- submitted to the Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
51. Tsai, M.H., & Wee, S. (July, 2014). Can individual judgments be consistent? The effects of calibration on rating consistency. Paper submitted to the International Association of Conflict Management Conference. Leiden, Netherlands.
 52. Wee, S., & Lee, H. W. (May, 2014). Physical and emotional resources mitigate negative effects of involuntary retirement. Paper submitted to the Association for Psychological Science Convention. San Francisco, CA.
 53. Chua, H. Y. & Wee, S. (May, 2014). Motivational components as mediating factors between perceived external prestige and turnover intentions. Paper submitted to the Association for Psychological Science Convention. San Francisco, CA.
 54. Lee, H. W. & Wee, S. (May, 2014). Effect of perceived involuntary retirement on health and aging satisfaction. In G. Fisher (Chair), Working longer: The changing nature of the retirement landscape. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Honolulu, HI.
 55. Lee, H. W., Park, G. H., Wee, S., & Kim, B. (May, 2014). Leisure choice: Implications from resource theories and behavioral concordance hypothesis. In E. Cho (Chair), Leisure activities and individual differences in the context of recovery. Symposium submitted to the Society for Industrial and Organizational Psychology Conference. Honolulu, HI.
 56. Wee, S. (August, 2012). Development and initial validation of the willingness to compromise scale. Paper presented at the Academy of Management Annual Conference. Boston, MA.
 57. Wee, S. (January, 2012). What we choose to compromise: Salience of gender stereotypes when choosing among unacceptable jobs. Poster presented at the Society of Personality and Social Psychology Conference. San Diego, CA.
 58. Wee, S., Larson, S. M., et al. (August, 2011). Individual variability underlying gender differences in students' engineering self-efficacy. In S. Wee, and C-y. Cheng (Co-Chairs), New perspectives of gender diversity (and its impact) at work. Symposium presented at the 119th Annual Convention of the American Psychological Association. Washington, DC.
 59. Wee, S. (June, 2011). When openness to experience and neuroticism are related to occupational choice: An interactional approach. Poster presented at the 9th Industrial and Organizational Psychology Conference. Brisbane, Australia.
 60. Chin, L. & Wee, S. (May, 2011). Investigating the influence of counterfactual thought content and mood on decisional compromise. Poster presented at the 23rd Annual Convention of the American Psychological Society. Washington, DC.
 61. Wee, S., Cordova-Wentling, R., et al. (Oct, 2010). Why too many smart women leave engineering: A preliminary study of how engineering students form career goals. Poster presented at the 40th Annual Frontiers in Education Conference. Arlington, VA.
 62. Wee, S. (April, 2010). Career compromises: Insights into what people value in a job. In J. Rounds & S. Wee (Co-Chairs), Gender-related individual differences in career choices. Symposium presented at the 25th Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.
 63. Wee, S. & Newman, D. A. (April, 2010). Differentiating cognitive subtests to minimize adverse impact. Poster presented at the 25th Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.
 64. Thomas, L. L. & Wee, S. (April, 2009). Dynamic validities in a longitudinal sample: Examining personality-performance relationships. Poster presented at the 24th Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.
 65. Wee, S. (May, 2008). Task-based assessment centres provide precision but not generalizability. Poster presented at the 20th Annual Convention of the American Psychological Society, Chicago, IL.
 66. Kuncel, N. R., Wee, S., Serafin, L. & Hezlett, S. (April, 2007). Does program level moderate the GRE's predictive validity? A Meta-Analysis. Poster presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.
 67. Chua, F. K. and Wee, S. (August, 2001). Capturing attention when attention "blinks". Poster presented at the 24th European Conference on Visual Perception, Kusadasai, Turkey.

PUBLISHED OPEN SOURCE SOFTWARE

CrossValTutorial (ShinyApp) <https://qchelseasong.shinyapps.io/CrossValTutorial/>

- The web application provides an example of cross-validation using regression. The application accompanies Song, Tang, & Wee (2021) to help users to understand model

generalizability and methods to assess it. Specifically, the application helps to visualize (a) model overfit, (b) how model generalizability is influenced by three factors: model complexity, sample size, and effect size, and (c) cross-validation methods: k-fold cross-validation and Monte-Carlo cross-validation.

Pareto-Optimal Trade-Off Solutions (ShinyApp) <https://qchelseasong.shinyapps.io/ParetoR/>

- Web application to help make selection decisions in hiring and admissions. The application accompanies Song, Wee, and Newman (2017) and provides a set of Pareto-optimal predictor weights that simultaneously optimize both diversity and criterion validity (i.e., job performance).

ParetoR (R package) <https://github.com/Diversity-ParetoOptimal/ParetoR>

- R package that provides a set of Pareto-optimal predictor weights to simultaneously optimize both diversity and criterion validity in a personnel selection scenario. The package accompanies Song, Wee, and Newman (2017).

STUDENT RESEARCH SUPERVISION

(AS PRIMARY/COORDINATING SUPERVISOR, UNLESS OTHERWISE INDICATED)

PhD Students

1. He, M. (commencing 2025). TO BE DETERMIND. [co-supervisors: Q. Chelsea Song and Vanessa Bowden]
2. Chu, O. (in progress). Investigating the trajectories of students' sense of belonging and engagement in Australian higher education, University of Western Australia. [Nic Badcock (primary/coordinating)]
3. Smart, A. (in progress). Social intelligence as a distinct theoretical model to emotion intelligence with specific applications to leadership at scale, University of Western Australia. Guy Curtis (primary/coordinating)
4. Xia, M. T. (in progress). When class and competence are intertwined: The effect of social class signals on employee selection. Curtin University. [Patrick D. Dunlop. (primary/coordinating), and Amy Tian]
5. Stephenson, E. (in progress). The gendered nature of mental labour at home and work, University of Western Australia. [co-supervisors: Gillian Yeo and Laura Fruhen]
6. Kirk, J. (2024). Understanding selection practitioner assessment choices in personnel selection. University of Western Australia. [co-supervisors: Patrick Dunlop and Djurre Holtrop]
7. Griffiths, N. J. (2024). Predicting the detection of automation failures from operator states, University of Western Australia. [co-supervisors: Shayne Loft (primary/coordinating), and Vanessa Bowden]
8. Hughes, A. (2023). Approximating the ideal: Examining and detecting faking behaviour on forced choice personality measures. University of Western Australia. [co-supervisors: Patrick Dunlop and Djurre Holtrop]

Recipient of the 2018 Jenn Rogerson Postgraduate Scholarship

Awarded by University of Western Australia, Australia

Winner of 2021 Best Paper Award

Awarded by Journal of Personnel Psychology

9. Chong, J. (2020). The role of organizational socialization on volunteer retention and well-being: A motivational perspective. University of Western Australia [co-supervisors: Marylene Gagne and Patrick Dunlop]

Recipient of the 2020 Graduate Student Scholarship

Awarded by Society for Industrial and Organizational Psychology, USA

Recipient of the 2021 Excellence in PhD Prize

Awarded by UWA School of Psychological Science

Nominated for the 2021 APS Excellent Thesis in Psychology Award

Nominated by University of Western Australia (One nominee per university)

Nominated for the 2020 APS College of Organizational Psychologists Postgraduate Student Award

Nominated by University of Western Australia (One nominee per university)

10. Chatellier, G. (2020). Personality and volunteering: Investigating the characteristics and values that attract applicants to volunteer roles. University of Western Australia. [co-supervisors: Patrick Dunlop and Marylene Gagne]

Recipient of International Postgraduate Research Student Scholarship

Awarded by University of Western Australia, Australia

11. Lim, A. J. Y. (2018). Coping with stereotype threat: Multiple identities and the role of gender-professional identity integration (G-PII) Singapore Management University. [co-supervisors: Chi-Ying Cheng (primary/coordinating), Roy Chua and Jennifer Tong]
12. Lee, H. W. (2017). When pursuing multiple goals, people prioritize the minimally acceptable level over the aspiration level. Singapore Management University. [co-supervisors: William Tov, X.T. Wang, and Evelyn Au]

*** Recipient of the 2015 Presidential Doctoral Fellowship**
Awarded by Singapore Management University, Singapore

Masters Students

1. Humphry, G. (2023). Flexibility matters: Enhancing job efficacy and job attractiveness. University of Western Australia. [co-supervisor: Lisette Kanse]
Recipient of the 2023 Master of IO Psychology Award
Awarded by UWA School of Psychological Science
Nominated for the 2024 APS College of Organizational Psychologists Postgraduate Student Award
Nominated by University of Western Australia (One nominee per university)
2. Rojano, J. (2024). Come as you are: Exploring advertised individualised support, job attractiveness and the opportunity for authenticity. University of Western Australia. [co-supervisor: Lisette Kanse]
3. Ngamwisetkun, S. (2023). Attract talents with individualised support: Investigating job seekers' needs in the post-pandemic workplace. University of Western Australia. [co-supervisor: Lisette Kanse]
4. Gaman, A. (2023). Work where you see fit: role of location autonomy signals, perceived opportunity to craft and caring responsibilities in job advertisement fit perceptions. University of Western Australia. [co-supervisor: Lisette Kanse]
5. Hanavan, B. (2022). Investigating gender stereotype consistency and interview transcript evaluations: Does the use of gendered wording promote counter-stereotypical backlash? University of Western Australia.
Nominated for the 2023 APS College of Organizational Psychologists Postgraduate Student Award
Nominated by University of Western Australia (One nominee per university)
6. Hytti, S. (2022). Does lockdown exposure impact employee mental ill-health? University of Western Australia. [co-supervisor: Jane Chong]
7. Masi, I. (2021). The role of targeted recruitment on mining employees' job decisions: Does gender influence choice? University of Western Australia.
Nominated for the 2021 APS College of Organizational Psychologists Postgraduate Student Award
Nominated by University of Western Australia (One nominee per university)
8. Pilcher, A. (2021). What makes an organization attractive? Examining applicant reactions to diversity messages. University of Western Australia.
9. Thomas, C. (2021). Attracting safer candidates: Effects of safety and masculinity attitudes on the relationship between organizational culture and attractiveness. University of Western Australia. [co-supervisor: Laura Fruhen]
10. Brown, H. (2019). A longitudinal field study of job applicant reactions to personnel selection assessments. University of Western Australia.
11. Moore, H. (2019). Text analysis at work: Detecting trait and value expression in job applications. University of Western Australia.
12. Pariente, S. (2019). The effect of stereotype threat in the ageing workforce. University of Western Australia
13. Perry, B. (2019). Item response theory and measurement invariance in the HEXAO-PI-R Honesty-Humility Scale. University of Western Australia.
13. Nai, Z. L. (2017). Benefits and burdens: The role of trait gratitude in positive and negative exchanges in friendships. Singapore Management University. [co-supervisors: William Tov (primary/coordinating)]
14. Lim, A. J. Y. (2015). Perceptions, stereotypes and cognitive resources of female businesspersons: A social identity approach [Masters]. Singapore Management University. [co-supervisors: Chi-Ying Cheng (primary/coordinating), and Jennifer Tong]

15. Wee, J. R. H. (2015). Does activating the need to belong alter things important for happiness and what makes life complete?. Singapore Management University. [co-supervisors: Evelyn Au (primary/coordinating), and Ivy Lau]

Honours Students

1. Robins, J. (2022; 1st class). Levelling the playing field: Are asynchronous video interviews resistant to biases in employee selection? University of Western Australia.
2. Humphrey, G. (2021; 1st class) Recruiting for gender diversity: Investigating trade-offs in fly-in-fly-out job choice. University of Western Australia. [co-supervisor: Simon Farrell]
3. Rojano, J. (2021; 1st class) Speaking up in virtual teams: The role of individual and other team members' emotion. University of Western Australia. [co-supervisor: Lisette Kanse]
4. Hanavan, B. (2020; 1st class). Does it pay to be honest? A study introducing the influence of the Honesty-Humility personality trait on team composition. University of Western Australia. [co-supervisor: Lisette Kanse]

Recipient of the 2020 RN-UDS Honours Scholarship

Awarded by Research Network for Undersea Decision Superiority, Australia

5. Stephenson, E. (2020; 1st class). Designing virtual voice: The relationship between task interdependence, voice, and performance of virtual teams. University of Western Australia. [co-supervisor: Lisette Kanse]

Recipient of the 2020 RN-UDS Honours Scholarship

Awarded by Research Network for Undersea Decision Superiority, Australia

6. Taylor, S. (2020; 1st class). Error orientation during a virtual team task: A study examining the effects of individuals' general and team error orientation on performance in a virtual team task. University of Western Australia. [co-supervisor: Lisette Kanse]

Recipient of the 2020 RN-UDS Honours Scholarship

Awarded by Research Network for Undersea Decision Superiority, Australia

7. Fitzgerald, M. (2020; 1st class). Is mining attractive? Investigating gender differences in preferences of organizational attractiveness in mining job ads. University of Western Australia. [co-supervisor: Jill Latham]
8. Masi, I. (2019; 1st class). The influence of negative metastereotypes on younger adults' performance and behavioral intentions. University of Western Australia.
9. Diong, H. Y. (2016). Intra-individual variability in personality and relationship satisfaction. Singapore Management University.

Recipient of the 2016 Best Thesis in Psychology Award

Awarded by Singapore Management University, Singapore

10. Roy, S. (2015). Job satisfaction, stress and objective demands-abilities fit and misfit: Cognitive and emotional dimensions. Singapore Management University.
11. Chua, H. Y. (2013). The mediating effects of one's motivation on perceived external prestige of university and turnover intentions. Undergraduate Senior Thesis. Singapore Management University.

STUDENT PLACEMENT SUPERVISION

1. Kirk, J. (2020). Recruitment and selection practices in the age of COVID-19. Future of Work Institute, Curtin University (co-supervisor: Patrick Dunlop).
2. Pilcher, A. (2020). Mapping assessment system for the Leadership Competency Framework. Western Australia Department of Fire and Emergency Services (co-supervisor: Darja Kragt).
3. Shankaralingam, M. (2018). Volunteer recruitment resource development. Western Australia Department of Fire and Emergency Services (co-supervisor: Patrick Dunlop).

TEACHING INTERESTS

Postgraduate

- Personnel assessment, recruitment and selection
- Research methods and psychological measurement
- Advanced statistical techniques (e.g., multilevel measurement)

Undergraduate

- Personality and individual differences
- Research methods and psychological measurement

TEACHING AWARDS AND NOMINATIONS

- UWA Citation for Outstanding Contributions to Student Learning Nominee, *University of Western Australia* (2024)
- Best Unit Award (PSYC5513 Research Methods in Applied Settings), 2023
- Nominated for Excellence in Teaching (PSYC5514 Assessment and Selection), 2022
- Nominated for Outstanding Contributions to Student Learning (PSYC4421/4422 Psychology Honours Research Project), 2021
- Excellent/Outstanding Instructor, *University of Illinois at Urbana-Champaign* (2006, 2007)

TEACHING EXPERIENCE

(AS UNIT COORDINATOR AND LECTURER, UNLESS OTHERWISE INDICATED)

University of Western Australia

- Postgraduate
 - PSYC5514: Assessment and Selection
 - PSYC5513: Research Methods in Applied Settings
- Undergraduate
 - PSYC4441: Organizational Research Project
 - PSYC1102: Psychology: Behavior in Context (Lecturer)

Singapore Management University

- Postgraduate
 - PSYC603: General Linear Model (Statistics)
 - PSYC605: Personality Seminar
- Undergraduate
 - SSCS400: Senior Capstone Seminar
 - PSYC208: Research Methods II
 - PSYC101: Design, Measurement and Analysis in Psychology
 - PSYC105: Industrial and Organizational Psychology
 - HMN009: Why We Work: Perspectives on the Value of Work and Play

University of Illinois at Urbana-Champaign

- Undergraduate
 - PSYC350: Laboratory in Personality Psychology
 - PSYC235: Introduction to Statistics

SERVICE & ENGAGEMENT ACTIVITIES

Service to the Profession

- Grant Reviewing
 - Australian Research Council (2022 – present)
- Journal Reviewing
 - Associate Editor
 - Journal of Personnel Psychology (2024 - present)
 - Editorial Board
 - Journal of Applied Psychology (2021 - 2026)
 - Journal of Business Psychology (2023 - present)
 - International Journal of Selection and Assessment (2023 – present)
 - Journal of Personnel Psychology (2020 – 2024)
 - Ad hoc Reviewing
 - Industrial and Organizational Psychology
 - Journal of Vocational Behavior
 - European Journal of Work and Organizational Psychology
 - Journal of Occupational and Organizational Psychology
 - European Journal of Personality Assessment
 - Management and Organizational Review
 - Journal of Counselling Psychology
 - Applied Psychology: An International Review
 - Journal of Cross-Cultural Psychology
 - Personality and Individual Differences
 - Current Psychology
 - Journal of Individual Differences
 - Journal of Pacific Rim Psychology
 - Journal of Engineering Education

- Educational Research for Policy and Practice
- Committee Memberships
 - Member, Selection Panel for Society for Industrial and Organizational Psychology [SIOPS]'s International Affairs Committee Award (2023)
 - Member, Selection Panel for Society for Industrial and Organizational Psychology [SIOP]'s Joyce and Robert Hogan Award for Personality and Work Performance (2017, 2018)
- Service to the School**
 - University of Western Australia
 - Member, School Executive Committee (2022 – 2023)
 - Chair, Diversity and Inclusion Committee (2022 – 2023)
 - Deputy Chair, Diversity and Inclusion Committee (2021, 2024)
 - Member, Diversity and Inclusion Committee (2020 – present)
 - Member, Search Committee for Human Factors Level C Lecturer Position (2019)
 - Member, Research Committee (2019)
 - Member, *Master of Industrial and Organizational Psychology* [MIOP] Working Party (2019 – present)
 - Member, PhD Student Feedback Working Party (2019 – present)
 - Undertaking registration as “Psychologist” for the purposes of helping the MIOP programme maintain accreditation from the *Australian Psychology Accreditation Council* [APAC] (2018 – present)
 - Member, *Master of Business Psychology* [MBP] Working Party (2018 – present)
 - Member, Postgraduate Committee (2018)
 - Singapore Management University
 - Programme Coordinator, Psychology PhD Programme (2014 – 2016)
 - Faculty Mentor, to *Singapore Teaching and Academic Research Talent Scheme* [START] Overseas Postdoctoral Fellow (2016 – 2018)
 - Member, Evaluation Panel for START (2016 – 2018)
 - Member, Research Methods Taskforce (2017 – 2018)
 - Member, Curriculum Review Committee (2014 – 2016)
 - Member, Student Experience Enrichment Taskforce (2013 – 2015)
 - Member, Undergraduate Admissions Promotions Committee (2011 – 2015)
 - Interviewer, Undergraduate Admissions Selection (2011 – 2018)
- Service to the University and/or Wider Community**
 - Community
 - Member, Expert Advisory Committee for Programme for the International Assessment of Adult Competencies [PIAAC], Singapore (2018 – 2021)
 - Member, Scientific Advisory Board, Revelian (2019 – present)
 - Media Engagement (The Conversation)
 - [Curious Kids: how does our DNA relate to our personality and appearance?](#)
 - University of Western Australia
 - Academic delegate, UWA Open Day in Singapore and Malaysia (2022, 2023)
 - Cygnet Lead, UWA Athena SWAN (2022 – 2023)
 - Diversity, Inclusion, and Equity Contact Officer (2022 – 2025)
 - Member, UWA Gender Equity Working Group (2021 – present)
 - Member, Stakeholder Group for University DEI contact officer role
 - University Ethics Committee, Low Risk Review Panel (2020-present)
 - Rising Star Nominee, Presented at the Faculty of Science's *Rising Stars* Donor and Community Engagement Event (2018)
 - External Member, Search Committee for the UWA Business School's Recruitment for 2 Level B/C Lecturer Positions (2018)
 - Singapore Management University
 - Member, Curriculum Review Committee for General Education Course Offerings (2014 – 2018)
 - Member, Curriculum Review Committee for Singapore Polytechnic's Diploma in Applied Drama and Psychology (2013)

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